

21-01

**AN ORDINANCE FIXING THE SALARIES FOR THE YEARS 2020-2023 FOR
FULL TIME EMPLOYEES OF THE POLICE DEPARTMENT FOR THE BOROUGH
OF MERCHANTVILLE IN THE COUNTY OF CAMDEN AND STATE OF NEW JERSEY**

BE IT ORDAINED by the Mayor and Council of the Borough of Merchantville as follows:

SECTION 1. The maximum annual salaries of the employees of the Borough of Merchantville are hereby established, in accordance with the following schedule for services performed as of January 1, 2020 through December 31, 2023.

| Title | 2020 | 2021 | 2022 | 2023 |
|------------------------------------|-------------|-------------|-------------|-------------|
| Detective Sergeant | \$99,814 | \$102,309 | \$104,867 | \$107,488 |
| Sergeant | \$94,440 | \$96,801 | \$99,221 | \$101,702 |
| Corporal | \$89,660 | \$91,901 | \$94,199 | \$96,554 |
| Police Officer 109 + | \$86,071 | \$88,223 | \$90,429 | \$92,689 |
| Police Officer 97-108 mos. Service | \$80,441 | \$82,452 | \$84,513 | \$86,626 |
| Police Officer 79-96 mos. Service | \$72,990 | \$74,815 | \$76,685 | \$78,602 |
| Police Officer 61-78 mos. Service | \$69,188 | \$70,918 | \$72,691 | \$74,508 |
| Police Officer 49-60 mos. Service | \$63,562 | \$65,151 | \$66,780 | \$68,450 |
| Police Officer 31-48 mos. Service | \$57,936 | \$59,385 | \$60,869 | \$62,391 |
| Police Officer 13-30 mos. Service | \$52,310 | \$53,618 | \$54,958 | \$56,332 |
| Police Officer 0-12 mos. Service | \$46,684 | \$47,851 | \$49,047 | \$50,274 |

The salary schedule reflects a two and a half (2.5%) percent increase for calendar year 2020; a two and a half (2.5%) percent increase for calendar years 2021, a two and a half (2.5%) percent increase for calendar year 2022, and a two and a half (2.5%) percent increase for calendar year 2023. The increase for 2020 is retroactive to January 1, 2016 and for the remaining years, is effective January 1 of each year.

SECTION 2. Police Experience Pay – Additional compensation paid to each police officer based upon years of police experience with the Borough.

| <u>Start of Year</u> | | <u>End of Year</u> | <u>% of Base Pay</u> |
|----------------------|------------------------------|-----------------------|----------------------|
| 6 th | year police experience until | 10 th year | 2% |
| 11 th | year police experience until | 15 th year | 3% |
| 16 th | year police experience until | 20 th year | 4% |
| 21 st | year police experience until | 24 th year | 5% |
| 25 th | year police experience until | retirement | 6% |

Any employee hired after January 1, 2016 is ineligible for police experience pay.

SECTION 3. All the employees of the patrol division will work twelve (12) hour shifts. All employees assigned to work 7:00pm to 7:00am shall be paid at an additional rate of 2% above their hourly base salary; officers assigned to the power shift shall be paid at an additional 1.75% above their hourly base salary for all hours worked.

SECTION 4. A police officer designated as the officer-in-charge (OIC) shall receive quarterly (April, August, and December) an additional 12 hours of compensatory time as compensation for the performance of OIC duties.

SECTION 5. The increase in salaries herein shall be in effect during the year(s) as indicated and shall not be changed unless it has been changed as provided by law.

SECTION 6. All ordinances and parts of ordinances inconsistent with the provisions of this ordinance are hereby repealed as to such inconsistencies only.

SECTION 7. This ordinance shall become effective twenty (20) days after publication thereof following final passage, and all salaries and compensation shall be retroactive to January 1, 2020.

APPROVED:

**EDWARD F. BRENNAN
MAYOR**

ATTEST:

**DENISE L. BROUSE
BOROUGH CLERK**

The foregoing ordinance was introduced by Mayor and Council at the regular meeting held on January 11, 2021. This Ordinance will be considered for adoption on final reading and public hearing to be held on January 25, 2021.

The purpose of this Ordinance is to establish salary and compensation for police employees for the Borough of Merchantville. A copy of this Ordinance is available at no charge to the general public between the hours of 8:30 AM to 4:30 PM, Monday through Friday (Legal Holidays excluded), at the Office of the Borough Clerk, Merchantville Borough Hall, One West Maple Avenue, Merchantville, New Jersey.